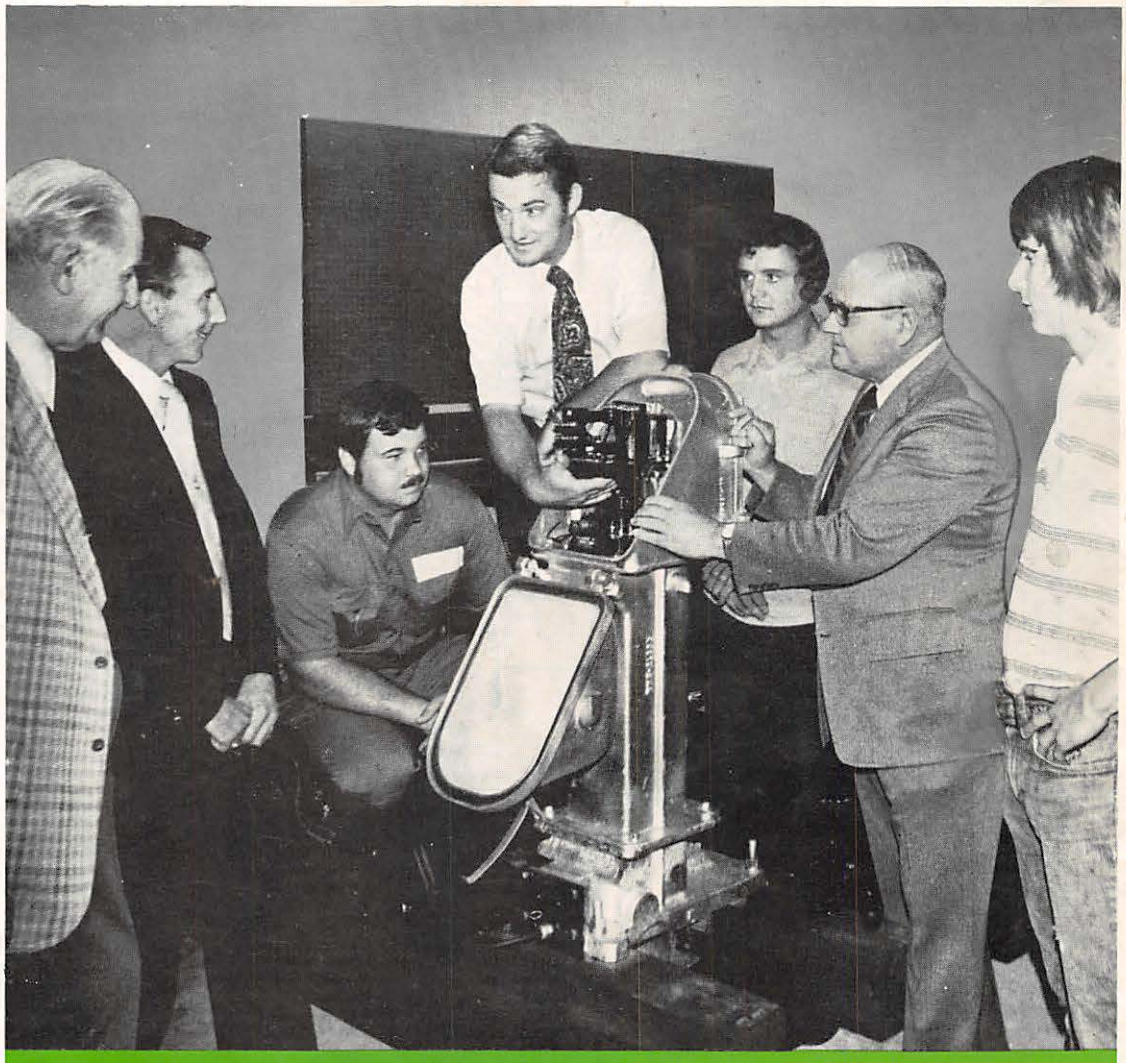
The SIGNALMAN'S Journal



SCL-L & N signal training school is in full operation

March 1976

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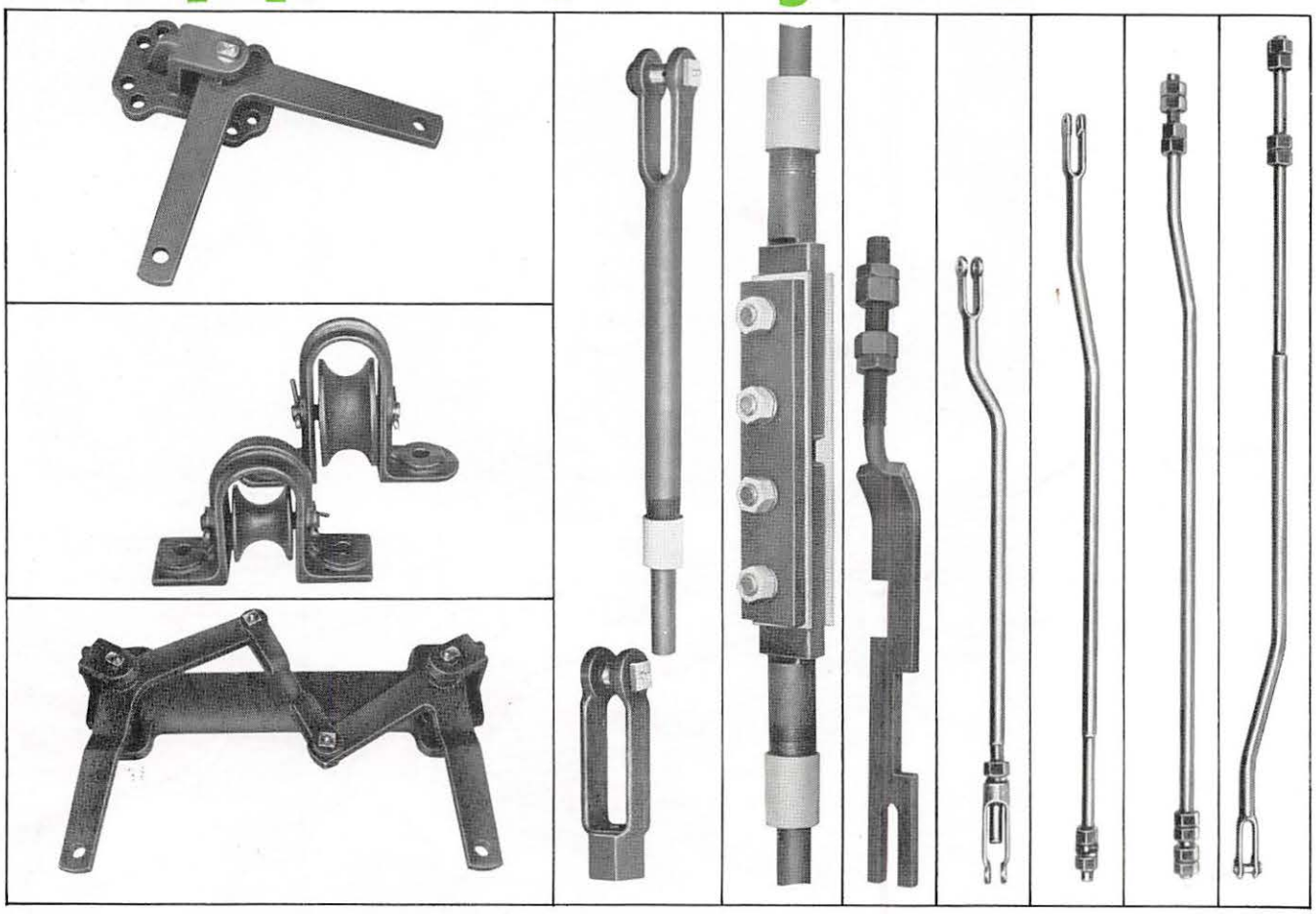
We deliver hard-to-get switch and pipeline fittings. Fast!



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Volume 57, Number 2, March 1976

Robert W. McKNIGHT
Editor & Manager

601 West Golf Road
Mount Prospect, Illinois 60056
312-439-3732

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The SIGNALMAN'S Journal

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COVER: L&N men examine electric switch lock at the new Atlanta signal training school. Shown here (left to right) are: J. P. Powell, superintendent signals; R. B. Flowers, general chairman; J. A. Rich, assistant signalmen, Lodge 176; V. R. Stansberry, signal training supervisor; J. C. Brock, assistant signalman, Lodge 208; H. L. Hood, signal engineer construction & maintenance; and R. F. Englert, assistant signalman, Lodge 13.

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Chamberlain's Message

Much has been written in the past few years concerning improving productivity in the railroad industry. Two agencies within the Executive Office of the President of the United States —the Council of Economic Advisors and the Office of Science and Technology—together with the National Commission on Productivity, jointly established a Task Force on Railroad Productivity, which issued a report in November of 1973.

The report contained numerous references to rail labor issues, including an entire chapter on Labor Relations. Unfortunately, the views of rail labor were not considered in exploring the problem as not one member of the Task Force was rail labor orientated.

In our opinion, rail labor is an extremely important ingredient in the productivity formula. Productivity is not just the end result of the amount of physical exertion expended by the employe each hour, but is directly related to the skill, pride, quality of work, etc., of the worker.

Notwithstanding the fact that mankind has a history of invention to reduce his burdensome tasks, it seems to me that being productive is a natural trait and to be otherwise is a departure from the norm. Surely if man had the choice, he would rather be productive than nonproductive. If a worker is nonproductive, there is a reason for it, and such can often be attributed to poor supervision or leadership which actually led to the development of poor work habits in the first place.

Certainly all employes are limited, to some degree, to avenues available to them in increasing their own particular productivity. By the same token, it is also human nature which leads each of us to apply ourselves, as best we can, to the task at hand. However, the same human nature dictates that any lasting quality of the latter is extremely vulnerable to one's spirit and morale, particularly when continually confronted with tasks which are virtually impossible to complete; assignments wherein the light at the end of the tunnel is never seen, no matter how effectively and conscientiously one applies himself; and/or unsafe conditions resulting from the excessive workloads.

The responsibility and workload burden is becoming more and more of a problem in the railroad industry. The human nature aspect will not be cured or resolved by those who question: "Why be concerned with your task of bailing the ocean with a teaspoon if you are being paid for it?" Such remarks offer nothing constructive and can only serve to destroy an employe's dedication to quality and pride in his efforts for his company.

As for measuring productivity —there are hundreds of formulas developed by so-called experts in the field. About the only common factor most of the formulas contain are references to man-hours. However, most of the experts are consistent in their view that physical hard work has very little to do with productivity.

While I certainly would not argue the point that statistical data can often be twisted to support just about any design of the twister, I submit the following relative to the productivity of signalmen on the railroads. The available figures cover the period from January 1, 1963 to January 1, 1974.

During this period, there was a 37% increase in the amount of signal equipment installed on railroads in the United States. During the same time frame, the number of signal employes in the work force decreased 21%. To put it another way, a signal employe of today has the responsibility of approximately 75% more signal equipment, including testing, inspecting, maintaining, and repair, than did a signal employe in 1963. The generally poor physical condition of railroad signaling systems today conclusively establishes the fact that at present work force levels, the condition cannot hope to improve.

In our judgment, the railroads are most fortunate that our members are not only productive but that they do take pride in their work, for if they did not, the conditions would be even far worse than they are now. Not only do our members have pride in their work but they possess

a loyalty to their own particular railroad which is the way it should be.

Our most fervent hope and one on which the future success of the railroad industry is contingent upon is for all railroad management to recognize that in their employ they have human beings with feelings, pride, dedication, dignity and the desire to be a part of something worthwhile. Recognition of these factors would go a long way to insure increased productivity.

What could be more worthwhile and important to our nation in this our bicentennial year than playing a small but important part in restoring our railroad industry to the finest form of mass transportation in existence in the world today. As we see it, all of the ingredients for a productive and successful future are present.

News

Signalmen to dedicate headquarters building

On May 14, 1976, the Brotherhood of Railroad Signalmen will officially dedicate its new international headquarters building at 601 West Golf Road, Mt. Prospect, IL. A brief ceremony will be held at the front entrance of the building at 2:00 p.m., followed by an open house until 5:00 p.m.

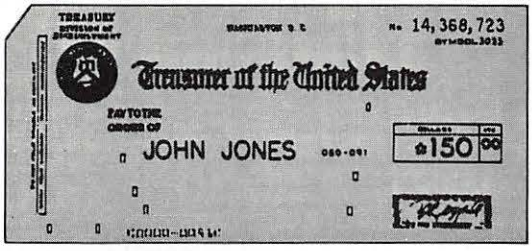
"If you have not already seen our building this would be a good opportunity for you to visit our new headquarters and meet your Grand Lodge Officers and staff. All of our members are cordially invited to be present at this very momentous occasion," says C. J. Chamberlain, president.

The building is on Illinois State Route 58 about 1,000 ft. west of Illinois State Route 83.

BofRS signed agreement with ConRail in February

On Feb. 10, 1976, the Brotherhood of Railroad Signalmen signed an agreement with Consolidated Rail Corporation providing the procedures for determining the senority of employes in the communication and signal departments to be effective upon conveyance, set for April 1, 1976.

The 22 senority districts set up by the agreement covers helpers, assistant signalmen, assistant



for people in need

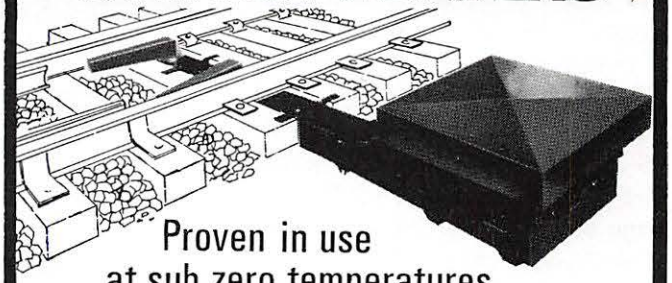
65 or older, or blind, or disabled

supplemental security income apply at any social security office

U.S. Department of Health, Education, and Welfare
Social Security Administration

NEW!

RAILS COMPANY HAB-HP SWITCH HEATERS



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High pressure blower distributes hot air steadily, evenly, through a duct and nozzles—keeps switch points operating in all weathers.

All components located for easy installation and servicing—separate remote control panel is free from trackside vibration. Hot air duct is electrically insulated against track circuit interference and designed to provide maximum air flow.

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maintainer trainees, signalmen, maintainers and leaders, foremen and inspectors. The present seniority districts for retarder technicians, electronic technicians and electronic specialists will be continued.

The agreement also covers seniority rosters, application of schedule agreements, interim standard rules, changing seniority districts, and transfer of protected employes.

Red chairman's book is updated with new material

New sections for the red general chairman and local chairman's manual include index, foreword, Railway Labor Act, Railroad Retirement and Unemployment Insurance Acts.

For those who do not have the new material (Index to Manual should have the phrase: Revised October 1, 1975) send your request for these new sections to Secretary-Treasurer R. T. Bates, Brotherhood of Railroad Signalmen, 601 West Golf Road, Mt. Prospect, IL 60056.

The following instructions may be of help: DROP or REMOVE old index to Manual, pages 1-2, pages 21-64 and 81-124.

INSERT new Index to Manual; pages 1-75 and 2-75 ahead of page 3; pages D-1-75 through D-65-75 following page 20; pages G-1-75 through G-40-75 following page 80; page 124 between page G-40-75 and page 125.

Amtrak gets money for new signaling in corridor

Over $170 million has been provided by the Railroad Revitalization and Regulatory Reform Act of 1976 for upgrading the signaling between Washington, DC and Boston, MA. Amtrak reports that a computerized centralized traffic control system will be installed for handling trains between New Haven and Boston, 157 miles; and between Philadelphia, PA and New Rochelle, NY, 110 miles. Additionally, signal circuits will be modernized and many of the corridor tracks will be equipped with reverse signaling to increase capacity. Electrification will be extended from New Haven, CT to Boston. This will be a 60 Hz, 25 kv system, and the Washington-New Haven 25 Hz, 12.5 kv system will be converted to the new frequency and voltage. Signal circuits will be modernized to be compatible with the new electrification requirements.

V. J. Sartini (left) general chairman N&W, helps J. R. Neikirk, vice president-administration, N&W, fill a plastic bag with refuse on Cleanup Day at Roanoke, VA.

DOES MY ONE VOTE REALLY COUNT?
IT SURE DOES—HERE'S ONE VOTE THAT REALLY DID

In Washington, D.C., elections were held for spots on Advisory Neighborhood Commissions.

In one ward, only one voter turned out for the election.

She voted for herself and she won the election.

One vote can really make the difference!

our 75th Anniversary

In 1920, the railroads in the United States were being operated under the control of the U.S. Railroad Administration. An agreement between the director general of railroads and the Brotherhood of Railroad Signalmen of America was signed on Jan. 22, 1920 to be effective Feb. 1, 1920. Signalmen signing the agreement were D. W. Helt, president; D. C. Cone, first vice-president; C. D. Martin, second vice-president; E. P. Newcomb, J. M. Patee, A. Milam, W. M. Williams and L. W. Givan, members of the BRSofA executive board; H. G. Baker, chairman, and M. C. Merritts, secretary of the executive board.

The agreement covered classifications of signalman, signal maintainer, leading maintainer, assistant signalman, assistant signal maintainer, gang foreman, leading signalman and helper. Also included were hours of service, overtime and calls; seniority; promotions; rate of pay; discipline and grievances; and miscellaneous.

Assistant signalman or assistant signal maintainer is to be paid 49¢ per hour for the first six months with an increase of 2¢ per hour for every six months thereafter until he has completed four years of service. The hourly rate of a leading signal maintainer, gang foreman or leading sigalman will be 5¢ per hour above the established hourly rate of the signal maintainers or signalmen of the class supervised. *The Signalman's Journal, March 1920.*

CHEVY SUBURBAN. IT'S SUPERWAGON!

Seats more than a car, holds more than a wagon, tows more than some trucks.

Super seating! Suburban combines bold good looks with great versatility. The wide front seat seats three. An available folding second seat makes room for three more. With the available third seat, there's room for another three. Nine altogether!

Super cargo capacity! With only the front seat in position, Suburban has room for 144 cu. ft. of cargo.

Super trailer towing! A properly equipped Series 20 Suburban can move up to 14,500 lbs. including itself, passengers, cargo and trailer.

Built on a rugged chassis. It includes a Massive Girder Beam front suspension with coil springs, multi-leaf rear springs and counter-angled rear shocks, one facing forward, one aft. They combine to help soak up the bumps and turn out a smooth, comfortable ride.

New improved rust protection. Suburban bodies are completely immersed in a bath of special primer, electrically charged to draw the protective emulsion into every corner and crevice where rust and corrosion can start.

Chevy maintenance economy, too. Suburban's High Energy Ignition system delivers a spark that's up to 85% hotter than a conventional system. There are no points to require periodic replacement and no ignition condenser to wear out. The result is a system that extends time between tune-ups and helps improve ignition performance.

SUBURBAN

YOUR MONEY'S WORTH. MILE AFTER MILE AFTER MILE.

Family Lines signal school is operating

By the time you read this, some 150 men of the signal departments of the Louisville & Nashville and Seaboard Coast Line will have spent their first two weeks of classroom instruction at the Family Lines signal training facility in Atlanta, GA. The first class of 10 students began training on July 14 of last year, and returned early this year for their second phase of classroom instruction.

"This school provides you with the opportunity to learn and develop the skills you will need as a signalman or signal maintainer," commented Roy B. Flowers, L&N general chairman, to the first class at welcoming ceremonies. George G. Gross, SCL general chairman, agreed, and said that "the school is a result of a good agreement between the Brotherhood of Railroad Signalmen and the Seaboard Coast Line and Louisville & Nashville railroads. I am enthusiastic about the school and the training program."

"The school and the signal training will be good for our members and also good for the carriers," said C. S. Chandler, vice president, BofRS. "Where such signal training schools are in operation, there has been a reduction in the number of claims and grievances filed by signalmen, especially in the areas concerning rules and seniority. Men get a job because they are qualified. With such signal training, there is no question as to a man's qualifications."

Also welcoming the first class were R. D. Liggett, chief engineer communications & signals, SCL and J. P. Powell, superintendent of signals, L&N. "We want you to become better signalmen. That basically, is why we have spent the time, money and effort to set up this training program and provide this school with the materials, instructors and signal equipment necessary for such a program," Liggett said.

"We want you to succeed. To be most effective, we hope that these classroom and laboratory sessions will generate genuine two-way discussions between you and your instructors. Ask questions and don't be afraid to ask what you may think is a 'dumb' question. There are no dumb questions,

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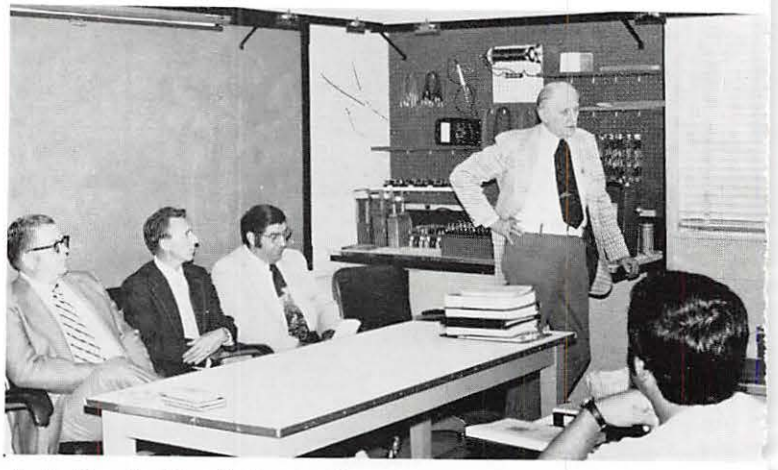

J. P. Powell (standing), superintendent signals, L&N, told trainees that "we want you to succeed."

C. S. Chandler (standing) vice-president, BofRS, said the school is good for both signalmen and the carriers.

First signal training class (left to right at tables along wall) includes J. C. Brock, L&N; J. R. Madray, SCL: C. R. Jackson, SCL; J. Phelps, SCL; J. A. Rich, L&N; R. F. Englert, L&N. At tables in foreground (left to right) are: B. J. Stokes, SCL; R. E. Sowell, SCL; G. M. Goodwin, SCL; and H. B. Peacock, Jr., SCL.

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Establishment of the training program, the school and the instructors was the result of considerable across-the-table negotiations between the BofRS and the L&N-SCL railroads. Although the training agreement was signed on Dec. 20, 1974 and the first class entered the school on July 14, 1975, the intervening six months were a very busy time for the two instructors: Victor R. Stansberry, supervisor of signal training, L&N; and R. N. "Jack" Goodwin, supervisor of signal training, SCL. From a practical standpoint both men had been working during the previous year on developing training material and the curriculum, and making all the necessary plans for the training program. So the time following the signing of the agreement was spent in moving into the building, setting up equipment and getting training material printed.

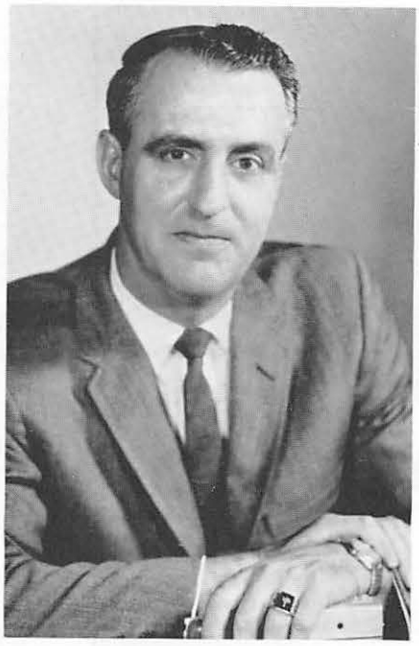
The signal training center is located in a former SCL freight station in the Fulco Industrial District in southwest Atlanta. The one-story concrete structure turned out to be ideal for the school by providing enough room for a classroom, laboratory and office space for the instructors. Also, the building is only about two miles from a Holiday Inn where the students are housed during their two-week classroom sessions.

Transportation to and from the school to the

bulletined position in the next higher rate of pay applicable at the time designated by the carrier to enter the

Personal Aids and News

Unemployed can get help says R. T. Bates



Railroad workers who are unemployed and who are ready, willing and able to work may be eligible to receive cash benefits under the Railroad Unemployment Insurance Act. The following questions and answers illustrate the eligibility requirements and describe the steps employees should take when they become unemployed to assure prompt payment of benefits.

(1) How do I go about applying for unemployment benefits?

During the first week you are unemployed, call in person at a railroad unemployment claims agent's office; otherwise, you may lose some benefits. Your supervisor can direct you to the claims agent's office where you can register. Ordinarily, you register once each week, as instructed by the claims agent. If your normal registration day falls on a day when the claims agent's office is closed, you must register on the next business day. A delay in registration could result in a loss of some benefits. If possible, bring your most recent Certificate of Service Months and Compensation (Form BA-6) with you when you first register with an unemployment claims agent.

(2) What are the service and earnings qualifications?

To qualify for normal benefits in the benefit year which began July 1, 1975, an employee must have had railroad earnings of at least $1,000 in calendar year 1974, not counting more than $400 for any one month. If he was a new employee in 1974, he must also have worked for a railroad in at least five months of that year (not necessarily full-time in each month).

(3) What is an employee's daily benefit rate for unemployment?

An employee's daily benefit rate is 60 percent of his last daily rate of pay in the qualifying base year, but the maximum benefit rate is set at $24 ($25 effective July 1976) and the minimum rate is $12.70. Benefits can be paid for no more than 10 days in a two-week registration period, so the maximum amount of benefits is $240 for a two-week period. This will increase to $250 effective July 1976.

(4) How long are normal unemployment benefits payable?

Normal unemployment benefits are payable for up to 26 weeks, but normal unemployment benefit payments cannot exceed creditable earnings in the qualifying base year (counting earnings of up to $775 per month).

(5) What happens if I exhaust normal benefits and am still unemployed?

Extended unemployment benefits are payable in such situations if the employee did not retire or leave service voluntarily without good cause and he has 10 or more years of service. Special rules apply to employees with less than 10 years as explained below.

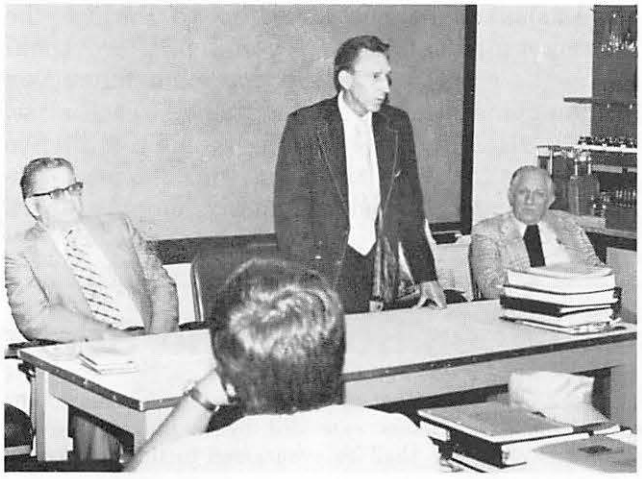
If an employee with 15 or more years of service exhausts his normal benefits, he may be paid additional unemployment benefits for as many as 130 days (26 weeks) in an extended benefit period which lasts for 13 consecutive registration periods of 14 days each. With 10 to 14 years of service the extended benefit period would last for seven consecutive registration periods in which benefits could be paid for a maximum of 65 days (13 weeks).

An extended unemployment benefit period of seven consecutive registration periods may be set up for employees with less than 10 years of service. Benefits may be paid for up to 65 days but with the following two limitations that do not apply to employees with 10 or more years of service:

(a) There has to be a "high" rate of unemployment in either the national economy or the railroad industry to trigger the payment of such extended benefits. Currently, a high rate of unemployment is defined to be 4 percent or higher. Since the national level of unemployment is in excess of that rate, extended benefits to employees with less than 10 years of service are immediately payable.

(b) The total amount of unemployment benefits payable to an employee with less than 10 years of service in an extended benefit period cannot exceed half of his base year earnings under a $775 monthly limit.

First signal training class (left to right at tables along wall) includes J. C. Brock, L&N; J. R. Madray, SCL: C. R. Jackson, SCL; J. Phelps, SCL; J. A. Rich, L&N; R. F. Englert, L&N. At tables in foreground (left to right) are: B. J. Stokes, SCL; R. E. Sowell, SCL; G. M. Goodwin, SCL; and H. B. Peacock, Jr., SCL.



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Transportation to and from the school to the

Power switch machine gets trainees attention. Ray Madray, SCL Lodge 16 leans over for a better look. Others (left to right) are: Morris Goodwin, SCL 16; R. N. "Jack" Goodwin, SCL supervisor signal training; Bill Peacock, Jr., SCL 16; and John Rich, L&N 176.

Victor R. Stansberry (left) L&N signal training supervisor shows trainees rear of searchlight signal mechanism. They are (left to right) Jim Phelps, SCL 16; Rich Englert, L&N 13; and Chris Jackson, SCL 16.

lodging facility, meals, wages and transportation to and from Atlanta and the students' homes are paid for by both the L&N and SCL. As each classroom session is for two weeks, those students who choose to stay over the weekend may do so and their lodging and meals are paid by the carriers. If a student desires to return home he does so at his own expense and must return in time for class on Monday morning.

The course is designed primarily for new employes and assistant signalmen with less than four years' employment. SCL, for example, had 69 assistant signalmen slated to go through the training program. Both L&N and SCL are sponsoring the program. Initially approximately seven SCL men and three L&N men attended each class.

The L&N-SCL signal training program is of two years' duration and consists of four 2-week classroom sessions spaced about six months apart.

Signal training agreement is between BofRS and Seaboard

It is agreed that the following procedures shall govern in connection with training program for present and new signal employees.

Section I

1. The training program shall consist of four 130 eight-hour day periods of training with a minimum of ten eight-hour days of classroom instruction during each of the four 130-day periods.

2. The number of signal trainees shall be determined by the Company consistent with the requirements of the service.

3. (a) Except as otherwise provided in this agreement, employees will be required to pass progressive examinations after each classroom training period during each of the four 130 eight-hour day periods of training before progressing to the next training period. A grade of 70% shall be considered as a passing grade. During each 130 eight-hour day training period, employees in training will attend a course consisting of ten eight-hour days of instruction, which shall be uniform in application to the various employees taking the course for a given training period. Employees will be notified by appropriate carrier officer ten days in advance of the date they are required to report for classroom training and the duration of the classroom session.

(b) Classroom courses will be scheduled in such a manner that there will be an adequate period between courses so that employees will have time and opportunity for study and work experience to progress from one training period to another. Courses of instruction will be given in classroom and/or signal equipment laboratory at one or more designated locations, at conclusion of which a fair and impartial examination shall be given on the training material/classroom discussion covered in that session. In the event of failure to pass, complete re-examination during regular working hours at their headquarters point shall be given within 30 calendar days from date of such failure. Employees shall be graded on the re-examination, using the same grade factor as used in the previous examination which they failed.

(c) Employees who successfully pass an examination or re-examination or if the carrier fails to give the examination or re-examination within the time limit specified in this agreement, unless extended by mutual agreement, shall be progressed to the next training period.

(d) Should it become evident that there is need for more employees in the next higher class than are available by the graduation of assistants from the training program, the senior assistant in training who has completed not less than the first training period shall have the right to be promoted to fill the vacancy. An employee promoted to a higher class under this paragraph before having completed the required training courses and examinations for the complete training program shall be required to take the remaining courses and examinations on the same basis as if he were still in the lower class. The carrier may, at its option, accelerate the remaining training of such as employee. In the event of his failure to pass a re-examination, an employee forfeits his seniority and rights in the higher class.

New Employees

Section II

1. On or after March 1, 1975 applicants will be employed as assistants. The carrier may, at any time during

Jerry Brock, L&N 208 (left) watches Vic Stansberry point out features of code transmitter as (left to right) Bob Stokes, SCL 16 and Bob Sowell, SCL 16 listen and watch.

During the six-month interval between classroom sessions, each student has training material for study for the next classroom session. Also, during this period, the railroads may transfer a student within his seniority district to work on signal equipment or systems that will be covered in future classroom sessions. For example, highway-railroad grade crossing warning systems are scheduled for the fourth week of classroom instruction. Hence, prior to this session, a student might be transferred to work in a signal gang installing these warning systems. The training agreement covers this, as follows:

"Carrier may request assistants to relocate to another point, not to exceed one week, on their own seniority district for the purpose of furthering their practical experience in signal work. In such cases the General Chairman will be so notified and the transfer may be made without regard to seniority and without bulletining of positions. The transferred employee will be reimbursed for meals, lodging and transportation expense until returned to this regular assigned headquarters."

Each classroom session is for 10 working days in two adjacent weeks without any intervening holidays. Sessions are held from 8 a.m. to 12 Noon and from 1 pm to 5 pm Mondays through Fridays.

Briefly stated, subjects covered in each classroom and laboratory sessions are as follows:

—**First week:** Company rules, training agreement, basics of train operation and signaling, basic electricity and signal equipment, use and care of volt-ohm-milliammeter.

—**Second week:** Relays, dc track circuits, batteries, battery charging circuits and energy distribution.

Coast Line and Louisville & Nashville Railroads

the first sixty calendar days, reject an application for employment and remove the employee from service. An ssistant retained in the service following the 60 day probationary period will be required to enter the training program and comply with the provisions pertaining thereto as hereinafter outlined.

2. Upon entering service, these assistants will be required to sign a statement to the effect that they fully understand the requirement to enter the training program and that they will comply with all provisions contained in this agreement.

3. Failure of the employee to take and/or pass examination or re-examination will result in forfeiture of the employee's seniority. In such case, seniority, rights and service shall be terminated not less than five nor more than ten days following notification of such failure and the employee will be considered as having resigned from service.

4. Upon successfully completing all courses and examinations of the training program, an assistant must bid for and accept promotion to a permanent bulletined position in the next higher class if a vacancy or new position is open. If no position is open, the assistant will continue at the highest assistant's rate of pay until promotion becomes available. If there are two or more assistants who have completed the training program, they will be promoted in seniority order. An employee who refuses promotion shall forfeit his seniority and rights and be considered as having resigned from service.

5. Bids will not be accepted from such employees attempting to demote themselves from a higher class to an assistant class.

6. (a) The rates of pay for new assistants in the training program will be as follows as of April 1, 1976:

Assistant	Per Hour
1st Period of 130 eight-hour days	$5.79
2nd Period of 130 eight-hour days	5.87
3rd Period of 130 eight-hour days	5.94
4th Period of 130 eight-hour days	6.07

(b) The assistants in the training program will be paid the next higher rate of pay applicable at the time they conclude each 130 eight-hour day period of training.

Assistants with less than four years' service as an assistant

Section III

All assistants who have not completed four years as such as of the effective date of this agreement will be required to immediately enter the training program. Such employees will be subject to the provisions of this agreement except that in event they fail to successfully complete all courses, examinations and/or re-examinations, they may continue in service in their present seniority class and wage schedule without advancement until they successfully complete all examinations. If employee fails to pass a first re-examination, carrier's signal department head and the general chairman will confer and determine the employee's future status with the carrier.

Employees in service above assistant's class

Section IV

Employees in service above assistant's class on the effective date of this agreement may request or be designated by the carrier to enter the

—**Third week:** Signal circuits, automatic block signaling, switch circuit controllers and electrical circuits.

—**Fourth week:** Highway grade crossing warning systems and devices, theory of electrical machines.

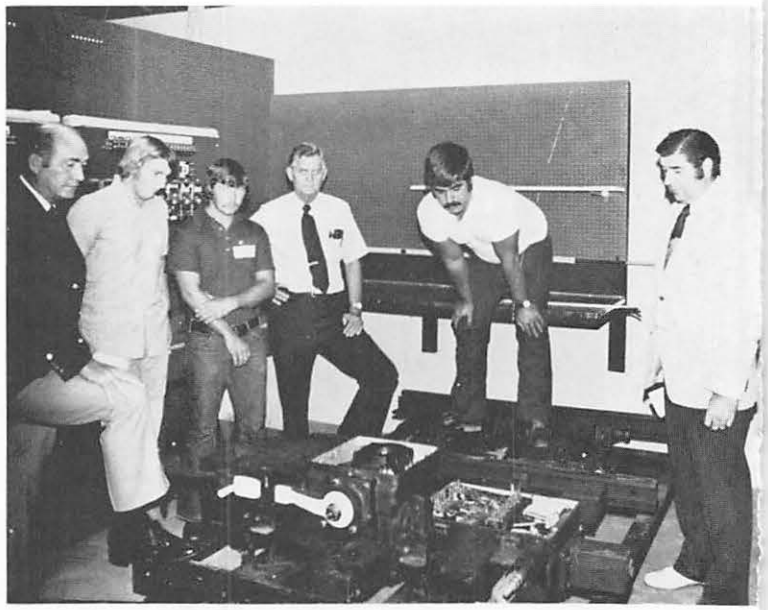
—**Fifth week:** Power switch machines and electric locks.

—**Sixth week:** Centralized traffic control systems.

—**Seventh week:** Automatic interlockings, retarder yards, ac track circuits, audio frequency overlay circuits.

—**Eighth week:** Safety detectors including broken flange, dragging equipment, flood, high-wide load, hotbox and slide.

Course material is based upon the Canadian National's signal training manuals, but was edited for specific application to L&N and SCL equipment standards by Stansberry and Goodwin. The course is tailored to meet L&N-SCL needs especially when describing specific signal equipment and systems used by the two railroads. The basic signal training material is contained in three training manuals.



SCL men look over training laboratory. Shown here (left to right) are: Bob Liggett, chief engineer C&S; Chris Jackson; Jim Phelps; Jack Goodwin, instructor; Bob Sowell; and George Gross, general chairman.

Other course material includes AAR signal training bulletins, "Railroad Operation and Railway

Training agreement was effective March 1, 1975

training program. In event of failure to successfully complete all courses, examinations and/or re-examinations, such employees will retain all rights in their respective classes, but will be restricted from promotion to higher class positions until all courses and examinations have been successfully completed.

Section V

1. All present employees who have not completed the training program and who bid for and are awarded positions in a higher classification, or those who are assigned by bulletin to maintenance for the first time, will be given the complete training material upon assignment, and they will be required to take and pass a fair and impartial examination on that material at the end of their qualification period. Employees failing this examination will be required to exercise seniority and return to the lower class from which they left and be enrolled on a priority basis in the training program. Upon successfully completing the program they may, at the first opportunity, return to the higher class with their previous seniority status restored.

2. Textbooks and other study material will be supplied by the carrier at no cost to the employees except that the employees will sign receipts therefor acknowledging responsibility for payment for loss or damage, of such training material during the program. Upon successful completion of the program, such materials will become the property of the employee. Employees who fail to complete the program and leave the service must return all program material to the carrier.

3. Transportation, as designated by the carrier, to and from the school for each classroom session and necessary and actual meal expense enroute will be paid for by the carrier.

4. While attending the training school, carrier will make arrangements for meals and lodging without cost to the employee, unless otherwise agreed, and will provide such employees transportation between lodging and meal facilities and classroom facilities.

5. Carrier may request assistants to relocate to another point, not to exceed one week, on their own seniority district for the purpose of furthering their practical experience in signal work. In such cases the general chairman will be so notified and the transfer may be made without regard to seniority and without bulletining of positions. The transferred employee will be reimbursed for meals, lodging and transportation expense until returned to his regular assigned headquarters.

6. Agreement rules, or portions thereof, of the respective current working agreements which conflict herewith are amended accordingly.

7. To expedite progression of disputes arising with respect to interpretation and/or application of this agreement, such disputes shall be handled first with the respective Signal Department heads and if not settled on this level such disputes will thereafter be appealed pursuant to the respective current working agreement rules.

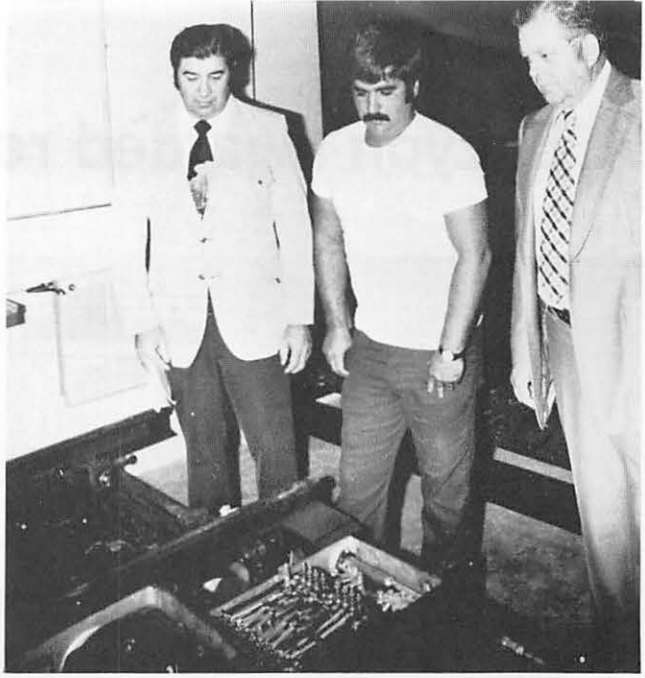
8. This agreement shall become effective March 1, 1975.

Signed at Jacksonville, Florida, this 20th day of December, 1974.

For the Organization: G. G. Gross, general chairman, SCL; R. B. Flowers, general chairman, L&N; H. K. Jackson, general chairman, L&N, (Monon division; Approved: C. S. Chandler, vice-president, Brotherhood of Railroad Signalmen.

For the Carrier: W. B. Seymour, assistant vice-president, SCL; W. T. Wallace, assistant vice-president, L&N.

John Rich, (left) L&N trainee, examines switch machine as C. S. Chandler, BofRS vice-president and Roy Flowers, general chairman, L&N watch.



George Gross, SCL general chairman (left); Bob Sowell, SCL trainee (center); and C. S. Chandler, BofRS, look at machine.

Signaling" by Edmund J. Phillips, Jr., operating rule books, safety manuals, manufacturers' bulletins, etc.

The laboratory, behind the classroom, is furnished with signal equipment used by both L&N and SCL. Lab work provides the practical, hands-on approach where students are able to see how equipment operates. Also, track circuit, block signaling, ctc and highway-crossing warning devices are provided along with the relays and control circuits. Students are instructed in how to shoot trouble, adjust devices and make the required Federal Railroad Administration signal RS&I tests and inspections.

One thing is evident by a visit to the SCL-training school—the ability of two instructors working with only 10 to 12 students to provide much individual attention to the students. While the men are attending classes, there is homework each night and an examination at the end of each two-week session to determine each student's grasp of the material covered in the session.

A passing grade of 70% is required. If a student fails to pass, he can be given a re-examination within 30 days at his headquarters point during regular working hours. "In the event of his failure to pass a re-examination, an employe forfeits his seniority and rights in the higher class," states the training agreement.

After the program has provided training for new employes and assistant signalmen, several alternatives are being considered for a continuing education program for signalmen. One plan under consideration would bring signal maintainers into the school for a one-week refresher course. Another plan would be to hold special classes on

specific equipment. Refresher classes with a group of men having various years' experience, is also a possibility. This would not only provide each with the latest techniques for adjustment and maintenance on new equipment, but the men's varied backgrounds and years' experience could provide a richness in discussion and swapping of vital information among students. Even the rapport between students and the instructors would be enriched.

One on-going project is to build up a library at the school of training material, signal manufacturers' bulletins, etc.

Presently, instruction is by use of training manuals, with the two signal training supervisors using blackboards, and actual signal equipment and devices. Goodwin and Stansberry forsee the day when video tape and films will be additional and effective training tools.

A visit to this L&N-SCL training facility (at 4880 Waterfront Dr., S.W., Atlanta, GA) will readily indicate that this is a facility well worth the time, money and effort that went into it. L&N and SCL are well on their way toward having skillfully-trained and technically-qualified signal construction and maintenance forces.

A. E. Lyon awarded recognition plaque

C. J. Chamberlain, BofRS president, gives recognition plaque to A. E. Lyon as Mrs. Lyon (left) and R. T. Bates, BofRS, secretary-treasurer watch.

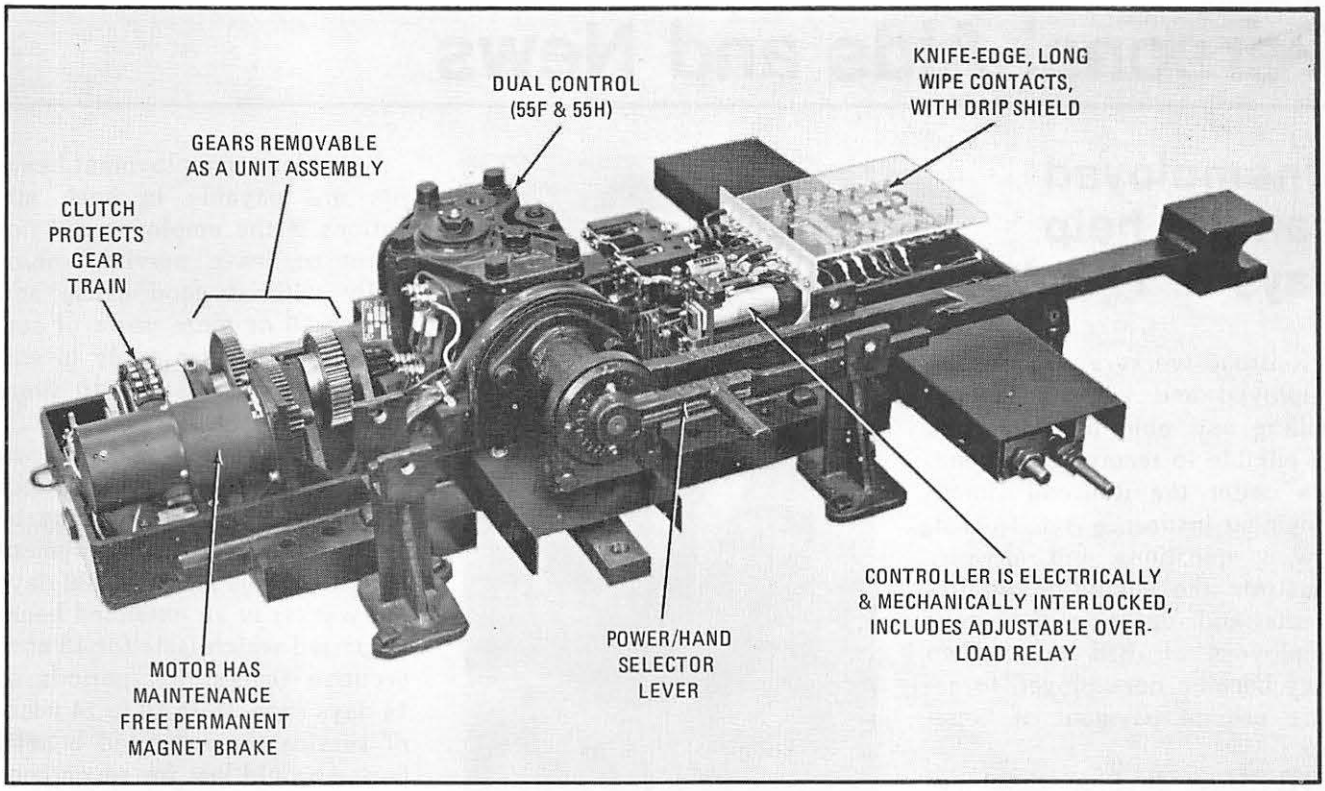
A. E. Lyon, president emeritus, BofRS (standing) graciously expressed thanks for the award. N. P. Speirs, labor member of the Railroad Retirement Board is seated at far left.

Mrs. Lyon was given a blue sweater in appreciation for her help these many years to Art: the "woman alongside the man," so to speak.

In a ceremony at BofRS Grand Lodge Headquarters, President Emeritus A. E. Lyon received an engraved plaque to honor him for his many years of service and dedication to the railway labor movement. The plaque was presented by C. J. Chamberlain, BofRS president on behalf of the officers and members of the Signalmen.

"Art Lyon has made one of the greatest contributions to the railway labor movement. In conversations with Congressmen in Washington, Art Lyon's name almost always surfaces when discussing railway labor. His contributions to our organization are many. He has encouraged us, stimulated us and moved the BofRS to greater heights. He has been more like a father than a Brother. Art has always encouraged me to make a decision, do what is right, and live with that decision. Since his retirement from the Railroad Retirement Board in 1969, Art has been busy writing about the railway labor movement, and to add to his efforts, he has written a history of the Brotherhood of Railroad Signalmen," Chamberlain said.

Wording on the plaque reads as follows: "Certificate of Extraordinary Service Awarded to Brother Art Lyon by the Brotherhood of Railroad Signalmen in recognition of his outstanding service, loyalty, dedication and devotion to the labor movement, and in particular, his contribution to railroad labor; his infinite wit and wisdom; his wise counsel and guidance; all of which have been invaluable to the officers and members of the Brotherhood of Railroad Signalmen. Given this 24th day of November 1975. C. J. Chamberlain, President. R. T. Bates, Secretary-Treasurer."



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55H	Yes	Yes 10/24 v. d-c	24 d-c or 110 d-c or 110 a-c

For more about the full line of GRS Model 55 electric switch machines, write for a copy of Catalog 85-2, which lists 35 different arrangements to meet your needs.

Personal Aids and News

Unemployed can get help says R. T. Bates

Railroad workers who are unemployed and who are ready, willing and able to work may be eligible to receive cash benefits under the Railroad Unemployment Insurance Act. The following questions and answers illustrate the eligibility requirements and describe the steps employees should take when they become unemployed to assure prompt payment of benefits.

(1) How do I go about applying for unemployment benefits?

During the first week you are unemployed, call in person at a railroad unemployment claims agent's office; otherwise, you may lose some benefits. Your supervisor can direct you to the claims agent's office where you can register. Ordinarily, you register once each week, as instructed by the claims agent. If your normal registration day falls on a day when the claims agent's office is closed, you must register on the next business day. A delay in registration could result in a loss of some benefits. If possible, bring your most recent Certificate of Service Months and Compensation (Form BA-6) with you when you first register with an unemployment claims agent.

(2) What are the service and earnings qualifications?

To qualify for normal benefits in the benefit year which began July 1, 1975, an employee must have had railroad earnings of at least $1,000 in calendar year 1974, not counting more than $400 for any one month. If he was a new employee in 1974, he must also have worked for a railroad in at least five months of that year (not necessarily full-time in each month).

(3) What is an employee's daily benefit rate for unemployment?

An employee's daily benefit rate is 60 percent of his last daily rate of pay in the qualifying base year, but the maximum benefit rate is set at $24 ($25 effective July 1976) and the minimum rate is $12.70. Benefits can be paid for no more than 10 days in a two-week registration period, so the maximum amount of benefits is $240 for a two-week period. This will increase to $250 effective July 1976.

(4) How long are normal unemployment benefits payable?

Normal unemployment benefits are payable for up to 26 weeks, but normal unemployment benefit payments cannot exceed creditable earnings in the qualifying base year (counting earnings of up to $775 per month).

(5) What happens if I exhaust normal benefits and am still unemployed?

Extended unemployment benefits are payable in such situations if the employee did not retire or leave service voluntarily without good cause and he has 10 or more years of service. Special rules apply to employees with less than 10 years as explained below.

If an employee with 15 or more years of service exhausts his normal benefits, he may be paid additional unemployment benefits for as many as 130 days (26 weeks) in an extended benefit period which lasts for 13 consecutive registration periods of 14 days each. With 10 to 14 years of service the extended benefit period would last for seven consecutive registration periods in which benefits could be paid for a maximum of 65 days (13 weeks).

An extended unemployment benefit period of seven consecutive registration periods may be set up for employees with less than 10 years of service. Benefits may be paid for up to 65 days but with the following two limitations that do not apply to employees with 10 or more years of service:

(a) There has to be a "high" rate of unemployment in either the national economy or the railroad industry to trigger the payment of such extended benefits. Currently, a high rate of unemployment is defined to be 4 percent or higher. Since the national level of unemployment is in excess of that rate, extended benefits to employees with less than 10 years of service are immediately payable.

(b) The total amount of unemployment benefits payable to an employee with less than 10 years of service in an extended benefit period cannot exceed half of his base year earnings under a $775 monthly limit.

(6) I am a long-time railroad employee and earned less than $1,000 in 1974. Under what conditions would I still be qualified for benefits if I become unemployed during the 1975-76 benefit year?

If you have 10 or more years of service but are not qualified because of insufficient 1974 earnings, but would be qualified based on your 1975 earnings, you may start your next benefit year early—at the beginning of any month in which you begin a period of unemployment which continues for at least 14 consecutive days. In other words, if you earned less than $1,000 in 1974, for whatever reasons, but you did earn $1,000 or more in 1975 (counting no more than $400 in any month), you could begin to receive benefits as early as July 1975. These benefits are referred to as early or accelerated.

(7) I just lost my railroad job. Can the U.S. Railroad Retirement Board assist me in finding another job?

The Board operates a free placement service directed primarily toward securing jobs for railroad workers who are unemployed. When you apply for unemployment benefits you also apply for employment service. You will be interviewed by a Board representative at that time to determine your qualifications. Every attempt will be made to assist you in finding a suitable railroad job or, alternatively, a nonrailroad job for which you are qualified.

(8) Does claiming these unemployment benefits obligate me to accept any job that is offered?

Yes, you are expected to accept a suitable job. You may refuse work for which you are not qualified by training, education or experience; or if the working conditions are unsafe; or if the pay is substantially lower than the pay you have received; or the location of the work is too distant. However, if you refuse suitable work without good cause, you can be disqualified from receiving unemployment benefits for 30 days.

(9) Are unemployment benefits payable to an employee not working because of a strike?

No benefits can be paid until after the seventh day of a legal strike. Benefits can then be paid to those taking part in the strike and to employees who do not work because they refuse to cross picket lines as well as to those who are laid off by the employer on account of the strike. If the strike were begun in violation of the Railway Labor Act or the established rules and practices of a bona fide labor organization, the strikers would not be eligible for benefits, but other employees not involved in the strike including those who refuse to cross picket lines could draw unemployment benefits the same as if they were unemployed because of a layoff.

(10) I voluntarily quit my last job. Can I still get unemployment benefits?

If you quit your job with good cause, you can be paid unemployment benefits unless you could receive benefits under a State unemployment compensation law. In that event, you would normally have to exhaust your rights to benefits under that law before you could be paid railroad unemployment insurance benefits.

However, if you voluntarily left work without good cause, you are disqualified from receiving benefits until you have returned to railroad employment and have earned at least $1,000 in creditable compensation under the Railroad Unemployment Insurance Act.

(11) What is considered good cause for voluntary quit?

Work conditions, health reasons, family circumstances, and change of job location may be considered "good cause." However, the Board's determination on whether benefits are payable depends on the individual circumstances in each case.

(12) I just lost my job. I think I'm eligible for railroad unemployment insurance benefits, but I'm not sure.

If you think you may be eligible, you should register for unemployment benefits (see question "1"). The Board will notify you by letter if you are not eligible.

Nuitrition: How food can work for you

A new booklet titled "Nutrition: Food at Work for You" explains that food scientists have translated peoples' daily needs and the nutritive volume of foods into an easy to use guide. Foods are grouped into major categories: meats, which include poultry, fish and eggs, from the

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meat group; vegetables and the fruit group, and the bread, cereal group.

Meats, poultry, fish and eggs from the meat group—and their alternates—dry beans, dry peas and nuts—are valued for their protein. This is needed for the growth and repair of body tissues. These foods also contribute iron and B vitamins.

The vegetable and fruit group is a valuable source of vitamins and minerals. This is the group you can count on to supply Vitamin C—which you need for healthy gums and body tissues and Vitamin A, which your body needs for growth, normal vision in dim light, and a healthy condition of the skin. Calcium helps you build strong bones and teeth. And you can meet most of your calcium needs from the milk group. It also provides protein, riboflavin, and Vitamin A (if the milk is whole or fortified). Cheese and ice cream supply these nutrients too, but in different proportions.

The bread-cereal group with its whole-grain and enriched bread and other cereal products furnishes protein, iron, and several of the B vitamins.

"Nutrition: Food at Work for you" is priced at 40¢ and may be obtained by writing to Consumer Information, Dept. 45, Pueblo, CO 81009.

How to reduce your food costs

By Sidney Margolius

Knowledgeable planning and diligent shopping can help you cut your food bill noticeably this spring. Some food growers and processors who raised prices sharply during the past two years are hurting. Now they are trying to unload excess inventories of beef, margarine, cooking oils and a number of canned and frozen produce items. Turkey prices also have dropped significantly. Eggs, too, are coming down from their unusually high prices this winter.

The result is a great deal of price juggling by packers and retailers, requiring a watchful eye and flexibility on your part to take advantage of the specials. For example, you can pay 36¢ for a can of peas one day and a few days later see the store offering a special of four cans for $1. With inventories of canned and frozen peas especially heavy, this particular deal is frequent nowadays. Other frequent deals are on canned green beans and corn.

Some frozen vegetables also are undergoing price-cutting because of heavy supplies. When 10-ounce packages of frozen vegetables are the same price as 16-ounce canned versions, they are approximately as good a value. Frozen spinach is a notable value currently.

Price disparities due to special sales also are noticeable in eggs. Some stores are cutting prices as wholesale prices have tumbled, while others are lagging. Recently market reporters noted a disparity of as much as 25% in different stores.

After a big price jump last year, cheese prices, too, are dropping as the result of a decline in price of manufacturing-class milk.

But the most useful opportunity comes with the price gyrations of beef. Supplies are heavy, with the number of cattle in feedlots reported to be 28% ahead of last year. Drops of as much as 30¢ a pound were reported on some cuts such as round steak, with smaller but significant drops on chuck. While pork generally is expensive this year, some price cuts have been made on canned and whole hams.

But as with eggs and produce, you'll need to shop meat prices like a professional purchasing agent to get full advantage of the temporarily heavy supply. Prices of regular ground beef, for example, may vary as much as 30¢ a pound.

But some prices are gyrating upwards. Coffee is going out of sight. Some brands already are up as much as 30-35¢ a pound since last summer, and are expected to advance another 35¢ within the next six months, according to trade reports. Prices of as high as $2 a pound have been predicted.

Despite the short supply, due mainly to freeze damage to coffee trees in Brazil last year, warnings have been sounded that the sharp price jump also is due to activity by speculators. Consumer resistance to high prices may send tags on coffee plunging as happened to sugar. Its price has dropped 30-35¢ a pound this year.

More consumers are turning to tea, and pyramiding their savings by buying the lower-price 48 and 100-count tea bags, stores report.

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Buy U.S. Savings Bonds.

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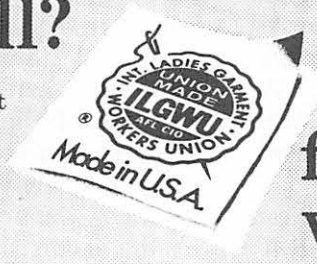
(Anything without it is either non-union or non-American.)



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International Ladies' Garment Workers' Union.

Union Label Department, 22 W. 38th Street, New York, New York 10018

General Committee News

C. J. Chamberlain, president, BofRS (left) conducts the installation of newly elected officers of the Penn Central general committee. Shown here, left to right, are: J. C. Bean, trustee; F. F. Guy, vice-general chairman, R. J. Szprygada, assistant general chairman; S. F. Slade, vice-general chairman; A. J. Smith, vice-general chairman; V. E. Knop, trustee; B. E. Britcher, general chairman; H. W. Ahrens, assistant general chairman; J. A. Kistler, trustee; W. Abner, assistant general chairman; and D. Murphy, general secretary-treasurer.

PC general committee elects slate of officers

The Penn Central General System Committee held their triennial committee meeting on November 13, 14 and 15, 1975 at the Nationwide Inn, Harrisburg, PA.

Prior to the full committee convening, the executive committee and trustees met on November 12 to review the by-laws and made recommendations for changes for the committee's consideration.

The committee is composed of 45 Lodges, plus four full time officers and the system secretary-treasurer. Only four Lodges failed to send a delegate, making this meeting one of the largest ever held within the Brotherhood.

Those attending were: L. G. Kozlowski, Local 2, E. R. Moyer, Local 10, R. W. Hartsock, Local 15, Indiana Division, V. E. Knop, Local 15, Illinois Division, G. Ott, Local 18, M. D. Brooks, Local 22, D. Helmer, Local 27, A. J. Smith, Local 28, K. L. Emmons, Local 30, F. J. Smola, Local 35, R. J. Szprygada, Local 36, D. E. Brown, Local 38, R. C. Hill, Local 48, E. M. Myers, Local 50, F. Flynn, Local 54 CNJ, J. Thornton, Local 54 N.Y. & L.B., E. Santora, Local 58, W. F. Robertson, Local 62, J. L. Clarkson, Local 63, A. D. Colaianni, Local 65, D. Mancuso, Local 69, T. L. Loeffler, Local 73, J. Kearney, Local 76, M. Drudy, Local 79, R. E. Rice, Local 80, R. T. Tarvin, Local 82, W. D. Smith, Local 83, S. F. Slade, Local 86, J. C. Bean, Local 93, J. P. Sparkman, Local 95, J. L. Shurgala, Local 102, T. E. Sablotny, Local 109, J. Adams, Local 112-C, F. F. Guy, Local 112-P, W. T. McEnteer, Local 134, J. B. Ferres, Local 142, J. A. Kistler, Local 146, D. C. Max, Local 177, E. J. Paalman, Local 180, J. M. Casey, Local 212 and J. B. O'Toole, Local 213. Those absent were Locals 1, 3, 160 and 218.

Also in attendance was System Secretary-Treasurer D. Murphy and full time Assistant General Chairmen, W. Abner, H. W. Ahrens and C. K. Kiernan who had retired just prior to the meeting on October 31, 1975.

Invited guests were retired Assistant General Chairman R. T. McGill, R. C. Howard, Secretary Labor newspaper, J. Sottile, general chairman Long Island and J. Silvestri, local chairman, Local 88, Erie-Lackawanna.

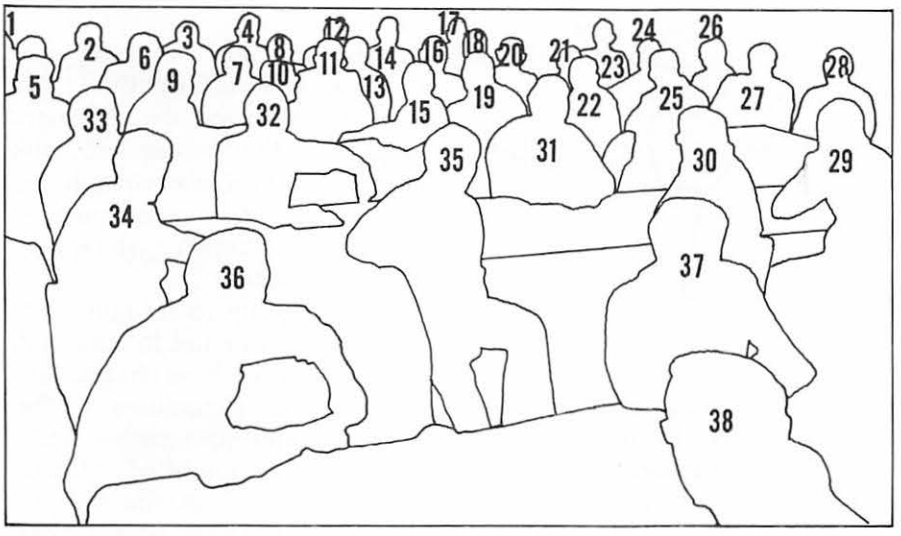
Many by-law revisions were made, the most significant being the executive committee was reduced from twelve to eight members. This came about by reducing the vice-chairmen from seven to three. The number of trustees were also reduced from seven to three. It was felt this is a more realistic approach to conducting the affairs of the committee.

One other change worthy of mention was to have the committee pick up the entire cost of sending the secretary-treasurer to convention.

The Penn Central Committee represents members working on three bankrupt carriers: PC, CNJ, PRSL who are included in ConRail. Naturally, discussions on ConRail consumed a lot of time, because of the importance and impact it will have on the members, but the local chairmen went home with a better understanding of the situation.

In relation to ConRail, Al Egbers, the newly appointed vice-president, labor relations, talked to the committee. His remarks were encouraging and if he is successful in adopting his policy, Britcher looks forward to a vastly improved Labor-Management relations with ConRail.

Numbers in the drawing identify individuals shown in the photograph. **(1)** F. F. Guy, local chairman 112-p; **(2)** L. G. Kozlowski, local chairman 2; **(3)** T. E. Sablotny, local chairman 109; **(4)** F. J. Smola, local chairman 35; **(5)** J. E. Bean, local chairman 93; **(6)** S. F. Slade, local chairman 86; **(7)** R. E. Rice, local chairman 80; **(8)** M. Drudy, local chairman 79; **(9)** D. C. Max, local chairman 177; **(10)** J. B. O'Toole, local chairman 213; **(11)** R. J. Szprygada, local chairman 36; **(12)** E. J. Paalman, local chairman 180; **(13)** D. Helmer, local chairman 27; **(14)** W. T. McEnteer, local chairman 134; **(15)** E. R. Moyer, local chairman 10; **(16)** A. J. Smith, local chairman 28; **(17)** E. M. Myers, local chairman 50; **(18)** J. M. Casey, local chairman 212; **(19)** W. D. Smith, local chairman 83; **(20)** R. W. Hartsock, local chairman 15, Indiana; **(21)** V. E. Knop, local chairman 15, Illinois; **(22)** D. E. Brown, local chairman 38; **(23)** D. Murphy, system secretary-treasurer, lodge 62; **(24)** R. Britcher, office secretary; **(25)** K. L. Emmons, local chairman 30; **(26)** Norris Tingle, attorney; **(27)** J. W. Walsh, vice-president, BorRS; **(28)** B. E. Britcher, general chairman; **(29)** G. G. Ott, financial secretary Lodge 18, an alternate; **(30)** A. D. Colaianni, local chairman 65; **(31)** J. D. Kearney, local chairman 76; **(32)** E. A. Santora, local chairman 58 (PRSL); **(33)** R. A. Mancuso, local chairman 69; **(34)** J. L. Clarkson, local chairman 63; **(35)** J. L. Shurgala, local chairman 102; **(36)** T. L. Loeffler, local chairman 73; **(37)** J. P. Sparkman, local chairman 95; and **(38)** J. B. Ferres, local chairman 146.

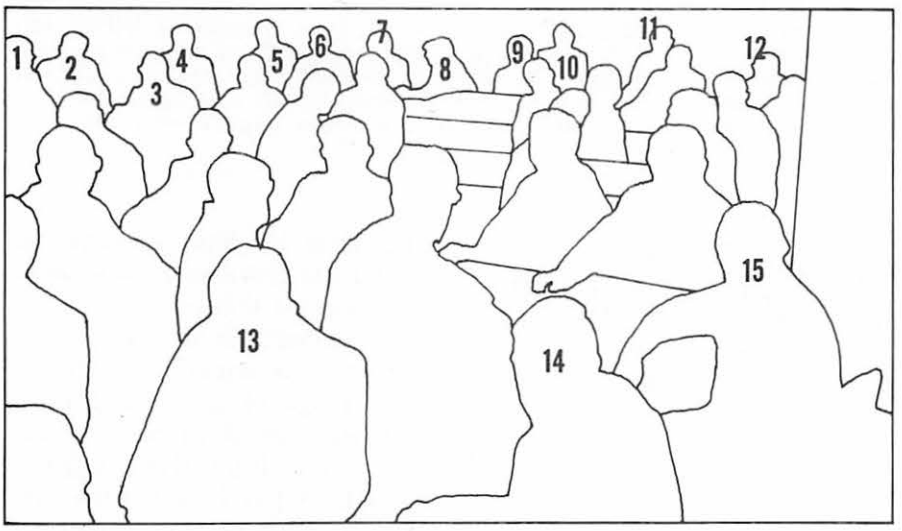


Vice-President J. W. Walsh was in attendance throughout the meeting and was a valuable asset in letting the delegates know the many ways and areas the Brotherhood is involved on their behalf, in addition to being of much help in the conducting of the business at hand.

President Chamberlain found time from his busy schedule to attend the November 14 session and banquet that evening where he installed the newly elected officers. His remarks covered a wide range of subjects dealing with Railroad Retirement, FRA, DOT, our legislative involvement, back pay from the January 29, 1975 National Agreement, to name just a few. His talk was most informative and his untiring efforts on behalf of our Brotherhood and our Committee in particular is sincerely appreciated, Britcher noted.

Secretary-Treasurer R. T. Bates arrived just in time to attend the banquet on Friday evening and stayed for the Nov. 15 session. He addressed the committee and was called on to answer many

Numbers indicate individuals shown in the drawing and the photograph. **(1)** H. W. Ahrens, assistant general chairman; **(2)** W. Abner, assistant general chairman; **(3)** R. C. Hill, local chairman 48; **(4)** R. C. Howard, secretary-treasurer, LABOR newspaper; **(5)** J. Thornton, local chairman 54 (CRRNJ); **(6)** J. Silvestri, local chairman 88 (EL); **(7)** F. Flynn, local chairman 54 (CRRNJ); **(8)** J. Sottile, general chairman, Long Island; **(9)** R. T. Tarvin, local chairman 82; **(10)** R. T. McGill, retired assistant general chairman; **(11)** C. K. Kiernan, retired assistant general chairman; **(12)** J. A. Kistler, local chairman 146; **(13)** W. F. Robertson, local chairman 62; **(14)** J. Adams, alternate, Lodge 112-c; and **(15)** M. D. Brooks, local chairman 22.



questions, which he handled in his usual competent manner.

Norris Tingle of the Savage, Jones, Tingle & Schwartzman law firm in Baltimore and Paul Moses of the Evans, Ivory, Evans firm in Pittsburgh spoke on the Federal Employee's Liability Act and graciously hosted the banquet.

The following officers were elected to serve for the new term beginning December 1, 1975:

B. E. Britcher, general chairman, W. Abner, H. W. Ahrens, and R. J. Szprygada, assistant general chairmen (all full time) with Brother Szprygada succeeding Brother C. K. Kiernan who retired on October 31, 1975. D. Murphy, as general secretary-treasurer (Local 62); F. F. Guy (Local 112-P), A. J. Smith (Local 28), and S. F. Slade (Local 86) as vice chairmen. Trustees V. E. Knop (Local 15-Ill.) J. C. Bean (Local 93) and J. A. Kistler (Local 146).

"The meeting was most productive and informative. The manner in which the delegates conducted themselves and took care of the business, considering the large number in attendance, is a credit to them for which they are commended.

"Their ability to recognize the need for change and to take such action creating these changes has allowed our Committee to become a viable progressive body, staffed with qualified officers needed to work in the best interest and on behalf of our membership.

"We are proud to be associated with such dedicated union men, knowing we can face the challenges that the future holds

B. E. Britcher, PC general chairman, at podium conducted the general committee meeting, shown here in session. To his left at the head table (reading left to right) are: C. J. Chamberlain, president, BofRS; H. W. Ahrens, PC, assistant general chairman; W. Abner, PC, assistant general chairman; and R. C. Howard, secretary-treasurer, LABOR newspaper. On Britcher's right, reading right to left are: J. W. Walsh, vice-president BofRS; Norris Tingle, attorney from the firm of Savage, Jones, Tingle & Schwartzman; and R. Britcher, secretary, office of general chairman.

with the assurance of their continued support," reported General Chairman Britcher.

C. J. Chamberlain, president, BofRS, congratulates C. R. Vaught, on his re-election as general chairman Southern general committee.

Officers of the Southern general committee shown here, are (left to right—standing): P. D. Yelton, chairman board of trustees; C. E. Yelton, general secretary; D. M. Helton, assistant general chairman; C. R. Vaught, general chairman; and C. S. Chandler, BofRS, vice-president. Seated are R. H. Varner, assistant general chairman; C. J. Chamberlain, president, BofRS; and E. W. Williams, assistant general chairman.

Southern general committee holds officer elections

Southern Railway general committee reelected C. R. Vaught as general chairman. At the same meeting D. M. Helton of Miller-Griffith Lodge No. 49 was elected assistant general chairman. Two members of Walters Lodge No. 110 were also elected assistant general chairmen: R. H. Varner and E. W. Williams. C. E. Yelton was elected general secretary. P. D. Yelton was elected chairman of the board of trustees and M. E. Glenn was elected a trustee. Trustees Glenn and Yelton are from Walters Lodge No. 110.

SCL general committee elects Gross as general chairman

G. G. Gross was reelected to another term of office as general chairman of Seaboard Coast Line Lodge No. 16 at the November 7 meeting in Savannah. S. S. Stone, Jr., was elected vice general chairman; J. A. Johnson, Jr., was elected chairman of the board of trustees; with members C. W. Stone and L. D. Webster also elected in this meeting.

Also attending the general committee meeting were local chairmen that had been elected for the 1975-1978 term of office at a September 13 meeting in Hamlet, NC. These local chairmen included: J. T. Mitchum, Rocky Mount Division; S. S. Stone, Jr., Tampa Division; P. L.

Ellis, Jr., Waycross Division; D. J. Ennis, Savannah Division; C. W. Stone, Florence Division; J. R. Lockamy, Raleigh Division; L. D. Webster, Jr., Atlanta Division; L. H. Hightower, Jacksonville Division; and J. A. Johnson, Jr., signal shops.

C&O general committee reelects Parker as general chairman

At its November 15 meeting in Columbus, OH, the Chesapeake & Ohio general committee reelected H. H. Parker to another three year term as general chairman. J. H. Butler from the Chesapeake District was reelected as vice general chairman and general secretary-treasurer. F. J. Favio was elected vice general chairman for the Pere Marquette District. Trustees elected at the meeting included: R. G. Hageley, local chairman of Hocking Lodge No. 216, Chesapeake District, who was also reelected as chairman of the board of trustees. R. L. Dankert declined to run as vice general chairman and instead was elected a member of the board of trustees. Brother Dankert is a local chairman of Valley City Lodge No. 123. The third trustee elected was J. M. Huff, local chairman of Clifton Forge Lodge No. 89.

In addition to the above elected officers other members of the C&O general committee in attendance at the Columbus meeting included: J. P. Messock, recording secretary, Valley City Lodge No. 123; D. J. Lane, local chairman, Valley City Lodge No. 123; T. W. Steele, local chairman, Richmond Lodge No. 148; F. Hardy, local chairman, Russell Lodge No. 139; S. M. Phillips, local chairman, Gateway Lodge No. 135; C. R. Durrett, local chairman, Clifton Forge Lodge No. 89; F. T. Branham, local chairman, Tri-State Lodge No. 136; R. O. Shelton, local chairman, Valley City Lodge No. 123; and M. E. Penrose, local chairman of the same lodge.

TSJ camera catches, left to right, T. W. Steele, local chairman, Richmond Lodge No. 148; Frank Hardy, local chairman, Russell Lodge No. 139; C. R. Durrett, local chairman, Clifton Forge Local No. 89; and S. M. Phillips, local chairman, Gateway Lodge No. 135.

R. T. McGill, retired assistant general chairman, Penn Central, left, listens to comments by J. R. McDonald, right, general chairman B&O, as Timothy McClure, center, of Dayton Union Railway, listens.

During a coffee break at the C&O general committee meeting Russell Hageley, C&O trustee, (left); Don Hammond (center), financial secretary of Winton Lodge No. 94, B&O; and Charley Reel, (right) vice-general chairman Western Lines B&O, chat.

Another "candid" shot of three C&O men: left to right, are: Harold Shelton, local chairman of Valley City Lodge No. 123; Harvey Parker, general chairman; and M. E. Penrose, local chairman, Valley City Lodge No. 123.

Jim Butler (center) vice-general chairman and general secretary-treasurer and F. T. Branham, local chairman, Tri-State Lodge No. 136, enjoy comments by Jim Huff (left) local chairman of Clifton Forge Lodge No. 89.

Guests at the meeting included: retired assistant general chairman, Penn Central, R. T. McGill; J. R. McDonald, general chairman B&O; Timothy McClure, Dayton Union Railway; D. J. Hammond, financial secretary, Winton Lodge No. 94, B&O

Officers of Chesapeake & Ohio and Norfolk & Western general committees were given the oath of office by President C. J. Chamberlain following a dinner on the evening of November 15 at Columbus, OH. Shown here, left to right, are: J. J. Dawson, member of the board of trustees, N&W; P. E. Stevens, vice-general chairman, N&W; K. E. Beckett, secretary, board of trustees, N&W; B. V. Clyburn, vice-general chairman, N&W; S. K. Atkins, vice-general chairman, N&W; V. J. Sartini, general chairman, N&W; R. G. Hageley, chairman, board of trustees, C&O; H. H. Parker, general chairman, C&O; J. H. Butler, vice-general chairman and general secretary-treasurer, C&O; R. L. Dankert, member, board of trustees, C&O; L. E. Mawyer, chairman, board of trustees, N&W; J. M. Huff, member, board of trustees, C&O; J. L. Howard, vice-general chairman, N&W; C. S. Chandler, vice-president, BofRS; J. W. Walsh, vice-president, BofRS; and C. J. Chamberlain, president BofRS.

Valley City Lodge No. 123 C&O Pere Marquette District's men are caught by the camera during a brief intermission at the C&O general committee meeting. Shown here, left to right, are: John Messcck, recording secretary; Bob Dankert, local chairman; and Don Lane, local chairman.

Lines West; C. A. Reel, Jr., vice general chairman, B&O Western Lines; and R. W. McKnight, editor, The Signalman's Journal.

A discussion was held concerning possible merger of the Chesapeake and Ohio general committee with the Baltimore & Ohio general committee. To further study the matter a vote was taken to direct the general chairman and the two vice general chairmen of the C&O general committee to work with a similar study committee on the B&O, which includes the general chairman and two vice general chairmen of the B&O general committee. Each group will meet and discuss merger possibilities and report back to their respective organizations.

N&W general committee reelects Sartini as general chairman

At its November 15, 1975 general committee meeting in Columbus, OH, the Norfolk & Western general committee reelected V. J. Sartini as general chairman for another term of office. The following were elected as vice general chairmen: J. L. Howard, N&W; P. E. Stevens, former Wabash; S. K. Atkins, former Pittsburgh & West Virginia; D. J. Hatfield, former Nickel Plate; and B. V. Clyburn, former Virginian; R. E. Markel, assistant general chairman, was reelected to another term of office although he was unable to attend the meeting.

L. E. Mawyer, local chairman for Goodwin Lodge No. 77, was elected to chairman of the board of trustees; K. E. Beckett, local chairman of King Lodge No. 201, was elected secretary of the board of trustees, and J. J. Dawson, local chairman, Wabash Lodge No. 55, was elected a member to the board of trustees.

Other members of the general committee in attendance at this meeting included: E. S. Beckham, local chairman, Wabash Lodge No. 55; W. D. Pickett, recording and financial secretary, Goodwin Lodge No. 77; and James Curry, retired member of Austin Lodge No. 113.

Also attending this N&W general committee meeting were: C. J. Chamberlain, president BofRS; J. W. Walsh, vice president; and C. S. Chandler, vice president.

Following luncheon, the Chesapeake & Ohio and Norfolk & Western general committees assembled in one room where President Chamberlain brought them up-to-date on current events effecting the Brotherhood, including the status of current legislation and the outlook for the BofRS under Conrail. The latter topic was extensively described by Vice President J. W. Walsh, who included in his remarks comments on how it would effect the various members of the N&W and the C&O.

Following the meetings of both general committees a joint reception and dinner was held at the meeting location, the Holiday Inn in Columbus, at which time President Chamberlain, assisted by Vice Presidents Walsh and Chandler, gave the oath of office to the elected officers of the C&O and N&W general committees.

News from Canada

Negotiations continue on Canadian railway-labor front

In February the Minister of Labour appointed Mr. Justice Emmett Hall as a conciliation commissioner to try to assist the associated railway unions and 11 railway companies to find grounds for a settlement.

The ARU submission to Hall was prefaced with an appeal to him to judge our case on its merits and not on the basis of anti-inflation act regulations. It then went on to present a well-documented economic argument for just increases in overall compensation using the productivity, catchup and cost of living criteria as already approved by Hall in his January 16, 1974 arbitration award and as outlined in the unions' notice to the companies dated October 1, 1975.

The increases called for are as follows: Catchup 4.71%, Productivity 4.30%, Cost of Living 8.70%, Total Compound Percentage Increase comes to 18.71%. Also asked for is cost of living adjustment clause.

In their submission, the railways reiterated their hardline position of sticking to a strict interpretation of the anti-inflation act regulations which, they contend, allow the railway workers a maximum total compensation increase of 9.2%. This, in turn, translates into a wage increase of 9.5% plus an increase of $10 per week on the maximum of weekly indemnity benefits, now set at a maximum of $123.

Thus, part of the problem is that the proposed wage increases as well as fringe benefits sought by the unions may go above the anti-inflation guidelines set by the government. This may turn out to be a legal problem as well as a practical one and something which Justice Hall will probably be called upon to mediate. In an interview, Justice Hall said that he had not been given any direction by Labour Minister John Munro on his responsibilities in light of the anti-inflation program. "I have to be totally independent in this thing," said Justice Hall.

Another source indicates that the railroads would be willing to give railway workers a 9.3% increase this year, an amount that is about the maximum allowable under the government's anti-inflation guidelines. Part of the Carrier's reasoning is based on the fact that traffic declined in 1975—carloadings by 9.8% and tonnages by 6.7%. Hence, the Carriers claim there should be no increased-productivity factor built into any pay raise.

Lodge 118 discusses construction practices

At a recent meeting of Young Pioneers Lodge No. 118, matters of interest to the ctc construction gangs was discussed, Yvan Lemieux, local chairman, reports as follows:

Récemment, M. H. J. Mc Kenna, superviseur general, construction des signaux invitait a une reunion les membres du personnel engagés dans la construction du ctc sur la Subdivision Montmagny, la reunion eut lieu au Motel Admiral pres de Quebec.

The first item on the agenda was living away expenses on which there was quite a bit of discussion but for once, everybody had an opportunity to voice their opinion, not all problems where resolved but we hope improvement will be coming shortly.

M. Marquis traduisit ensuite un exposé de M. Mc Kenna dans lequel ce dernier invitait les employés a ne pas se gèner pour amener leurs proplemes encontrés durant leur travail, beaucoup de ceux-ci ne seraient pas si complexes s'ils étaient réglés des le début.

There was also discussions on the period at which the construction gangs bank time for the Holiday Season. We also believe there will be improvements on that matter, another subject was the probation period for new men, if they did not meet the Company's requirement, they were often told at the last minute which caused them a lot of embarrassment. We were told by

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Mr. Mc Kenna this matter would be looked into.

Je crois que cette reunion fut une tres bonne initiative de M. Mc Kenna, je ne crois pas que tout les problemes furent resolus; loin de la, mais c'est un debut, nous esperons que cette initiative deviendra coutume et je tiens par la meme occasion a remercier au nom de tout les membres presents, M. Mc Kenna.

Un seul voeu, avoir autant de membres a nos réunions locales.

Signalmen up yard computer performance by 60%

Two BofRS members, Kenneth C. Baylis and Jean P. Gauthier, signal technicians have improved the computer controlling Canadian Pacific's Toronto, Ont. classification yard. Members of Beaver Lodge No. 196, Brothers Gauthier and Baylis have burnished, measured and adjusted over 220,000 relay contacts between February and October of last year in a continuing program of preventive maintenance on the yard control system.

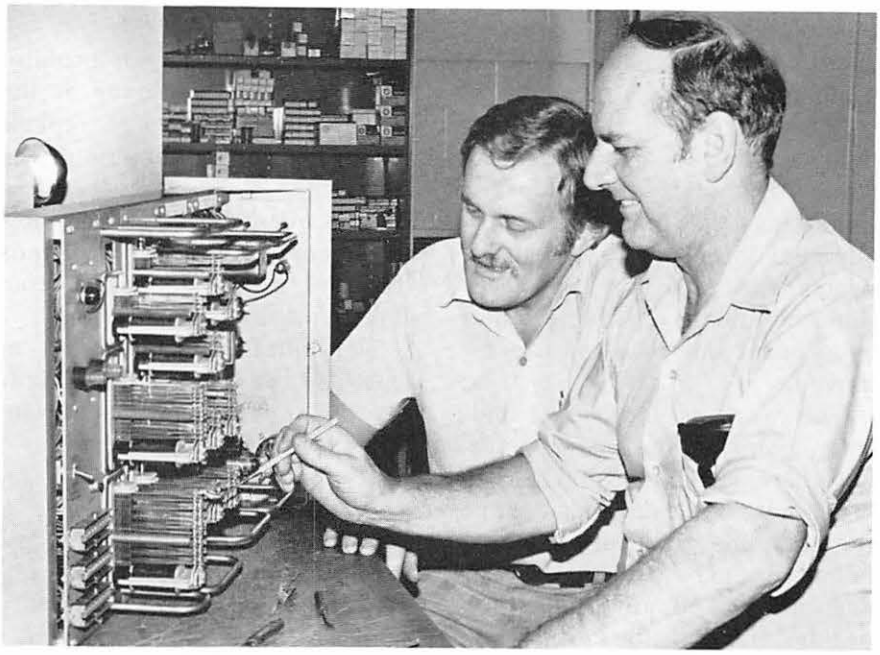
CP Rail News reporter David Lees explains:

The technicians say the job is like adjusting the points on a car. Clean points make for better performance.

The concept may be that simple, but the tune-up that has been accomplished in the Toronto Yard is staggering in proportion. K. C. Baylis and J. P. Gauthier have burnished and measured and adjusted their way through 220,000 contact points. They have filed away the carbon deposits of 13 years, adjusted contacts to a gap of 1/32,000 of an inch and soldered in new contacts where the points have been missing entirely.

Sure enough the computer is running better than it has for the past many years.

The giant brain controls the classification system at the Toronto Yard by adjusting the speed of the cars and by switching them to their proper destinations. It absorbs information about the rolling stock and applies that knowledge to what it already knows about track conditions, then brakes the car accordingly.



J. P. Gauthier (left) and K. C. Baylis (right) cleaned, measured and adjusted over 220,000 relay contacts associated with the computer-controlled CP Rail yard at Toronto, Ont. Brothers Gauthier and Baylis are members of Beaver Lodge No. 196.

The first of two radar units situated above the master retarders determines the speed of the car as it descends from the hump.

A second unit re-assesses that speed taking into account the natural braking caused by a short section of curved track, the rolling resistance of the car and even the wind velocity. A stepper counts the axles and a four step treadle weighs the car and categorizes it as light, medium, heavy or extra heavy.

The variables are calculated almost instantly and determine the response of the two stage master retarder and later of the group retarders. If all goes as it should, if the cuts come over the hump as single cars, if the wind is not too gusty, and most importantly if information flows freely through the computer the car will be slipped onto its proper track hard enough to couple; easy enough not to jar.

The people who work with the computer say that is what is happening more and more consistently as the clean-up progresses.

Cliff Hansler, assistant signal supervisor, Toronto Division, estimates that the performance has improved by 60 per cent. He pointed out that even the alarm system which indicates breakdowns or information gaps is working better. The alarm system, like the rest of the computer works through the contact points.

"We're getting alarms from parts of the computer that we never got alarms from before," he said. Brothers Baylis and Gauthier figure they are two weeks ahead of schedule in spite of a brief and unscheduled vacation. The constant strain on the eyes of the fine adjustments had become unbearable when they took time off during the summer.

Both men have worked out of the signals shop in Montreal testing and calibrating relays for more than 20 years, but they say they have never come across the

type of relays they have worked on in Toronto. "These are much smaller," they said.

The pressure of each contact point upon its partner is measured in grams, the tensions of the springs that hold it there are adjusted to ensure proper drop-aways and pick-ups. Coils are replaced, diodes are changed and even burnt out resistors are removed.

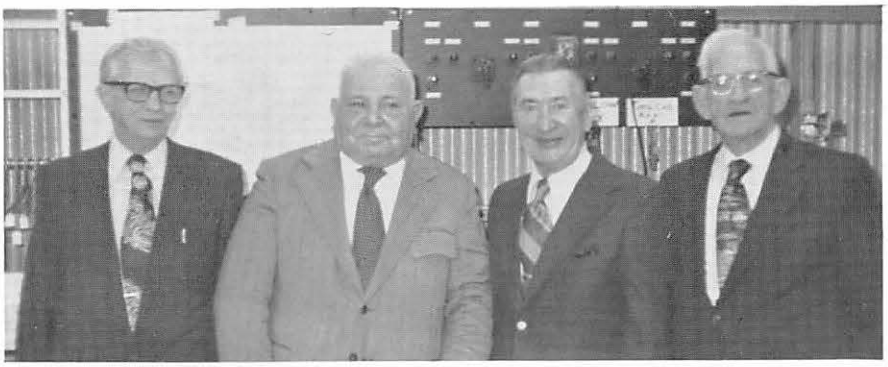
The work is incredibly delicate, painstaking and tedious, but there is no reasonable way around it. The relays that make the computer tick are no longer being produced except on special order. And an order could not be filled in less than two years.

If the delay was not prohibitive, the price would be at the rate of about $1,600 to replace the relays in each module of the computer. It would cost a fortune to overhaul all 350 modules in the computer. The technicians turn out a module a day from their work benches.

The job is enormous but at least it is lasting. The technicians say the tune-up is good for another ten years.

CP RAIL: **M. Y. RUEL,** signal maintainer on the Laurentian division and a member of Victory Lodge No. 144 has retired.

News About Members

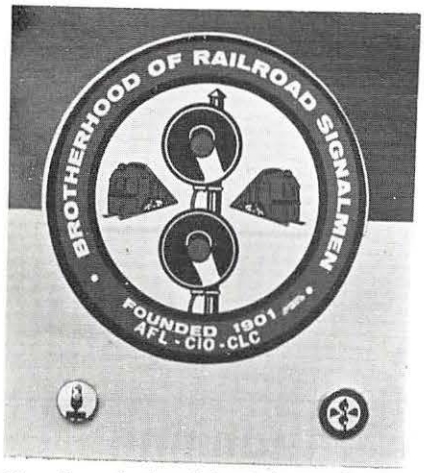


Over 150 years of membership in the Brotherhood of Railroad Signalmen are represented in this picture showing retired members of Rapid Transit Lodge No. 60, as they gather to attend the retirement luncheon held recently for A. D. Moore, superintendent of signals, Port Authority Trans Hudson Corp. Shown here, left to right, with their years of service, are: Charles McDermott, 49 years; Lewis Breasett, 35 years; Joseph Wojtowicz, 25 years; and Al Davies, 35 years.

In addition to a luncheon Mr. Moore was presented with a plaque from the members of Rapid Transit Lodge No. 60. Shown here at the presentation, left to right, Louis Breasett, A. D. Moore, Charles McDermott, and committeemen Charles Surrusco and Joseph Wojtowicz.

CHESSIE SYSTEM: The following members of Monumental City Lodge No. 31, have retired: **G. W. Founds,** signal maintainer at Chester, PA; **R. L. Glaze,** signal maintainer at Oakland, MD; and **Fairfield Randolph,** signal maintainer at Grafton, WV. These members of Winton Lodge No. 94 have retired: **R. A. Bunn,** signal foreman at Columbus Grove, OH; **G. O. Hall,** signal maintenance repairman at Newark, OH; **L. Hasch,** signal maintainer at Sherwood, OH; **G. T. Young,** signal maintainer at Vincennes, IN; and **F. L. Falk,** signal maintainer at Nappanee, IN. **James W. Johnson,** signal maintainer at Mt. Sterling, KY and **Theodore Perry,** assistant signal maintainer at Louisa, KY and members of Evans Lodge No. 221 have retired. **Cecil V. Hensley,** signal maintainer at Allen, KY and a member of Tri-State Lodge No. 136 has retired. **E. M. Wheeler,** assistant signalman at Raceland, KY and a member of Russell Lodge No. 139, has retired. **Hunter Cyrus,** signalman at the Barboursville, WV signal shop and a member of Lodge No. 128 has retired. **E. P. Hall,** signal maintainer at Beaver Dam, VA and a member of Richmond Lodge No. 148 has retired.

NORFOLK & WESTERN: **John W. Lewis,** signal maintainer at Huntington, IN, has retired. Brother Lewis is a member of Wabash Lodge No. 55. **Allen M. Miller,** signalman at Christiansburg, VA and **Elmer O. Wilson,** signal maintainer at Wheelersburg, OH, have retired. Brothers Miller and Wilson are members of Goodwin Lodge No. 77. **Donald G. Hudson,** signal maintainer at Harbor Creek, PA and **Steve P. Kovacevic,** signal maintainer at Dunkirk, NY, have retired. Brothers Hudson and Kovacevic are members of Austin Lodge No. 113. **Walter E. McCaulley,** signal foreman and a member of Wheeling Lodge No. 197, has retired.



Signalmen's decal (top) has adhesive backing so it can be applied to glass, leather, metal, etc. for BofRS identification on car windows, bumpers, luggage, hard hats, etc. The emblem is 4" in diameter. It has a red border with white letters. The signal displays green over red. Below left is a metal **colorlight signal lapel pin** ½" in diameter with signal showing green over yellow over red on white enamel background. Signal and pin outlined in gold. Below right is ⅝" **BofRS lapel pin** identical to decal except letters and outline are in gold.

Golf caps with the BofRS emblem in color are available in Medium size with adjustable head band. These lightweight, net caps come in Red, Black and White.

At top is decal with **Master National Agreement Book** below. Green 3-ring binder is 7" by 9" and has 2" diameter rings. Below is **cloth emblem** with BofRS in white letters on red border, two locomotives and green over red searchlight signal.

Coasters (3" dia.) come in black and gold, or in white, red and green with BofRS emblem.

Master National Agreement book has basics

The basic provisions of national agreements negotiated with U.S. railroads and the BofRS are contained in a loose-leaf binder with 2-inch rings so there is room for additional material, such as local agreements. The 21 sections are: A—summary of wage changes; B—summary of other benefits; C—Washington job protection agreement of 1936; D—vacations; E—Union shop agreement; F—Holidays; G—Claim and grievance handling; H—Health and welfare; I—Force reductions; J—Employment security; K—Travel time and away-from-home expenses; L—Off-track vehicle accidents; M—Jury duty; N—Overtime; O—Camp cars; P—Apprentice programs; Q—Change of residence; R—Earnings deduction in discipline cases; S—Supplemental sickness benefits; T—Union dues checkoff; and U—Amtrak C-1, C-2.

Signalman's training books are available

The 8-volume signalman's training course covers the following subjects: 1—electricity, circuit symbols and nomenclature; 2—signal terms, relays, track circuits and meters; 3—automatic block signaling, time code control and electronics; 4—traffic control systems and power switch machines; 5—highway grade crossing warning systems and FRA RS&I tests; 6—remote control and automatic interlockings; 7—ctc machines and their operation; 8—maintenance of signal equipment.

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Signalman's Worksheet

Automatic block signaling, double direction running

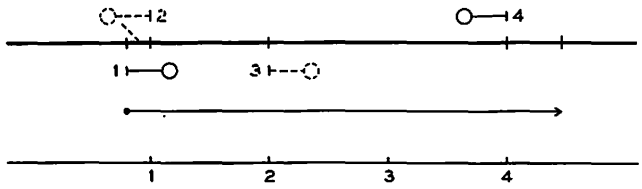


Fig. 301: Diagram showing the overlap principle.

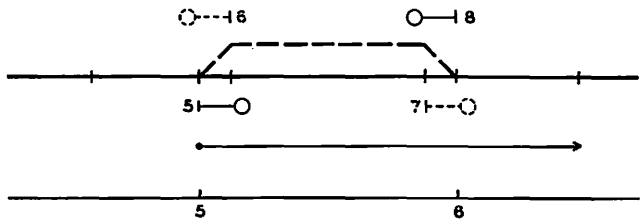


Fig. 302: Overlap signal controls at a siding.

In the early application of this circuit, an ordinary polar-neutral relay was used and a slow-acting repeater of the neutral contacts was required in order to avoid an undesirable long red flash of the signal during the pole-change time, the interval between the displaying of a yellow aspect and a green aspect. This relay has been eliminated by the development of an RNP retained-neutral polar relay. The neutral contact of this relay stays closed during the pole-change interval.

In the preceding section, we have seen a combination of signal equipment which was assembled into a workable block system for multiple track, single-direction operation, using line-controlled SA signals. Now, we have to get two such schemes combined on a common track for either-direction operation.

Overlaps

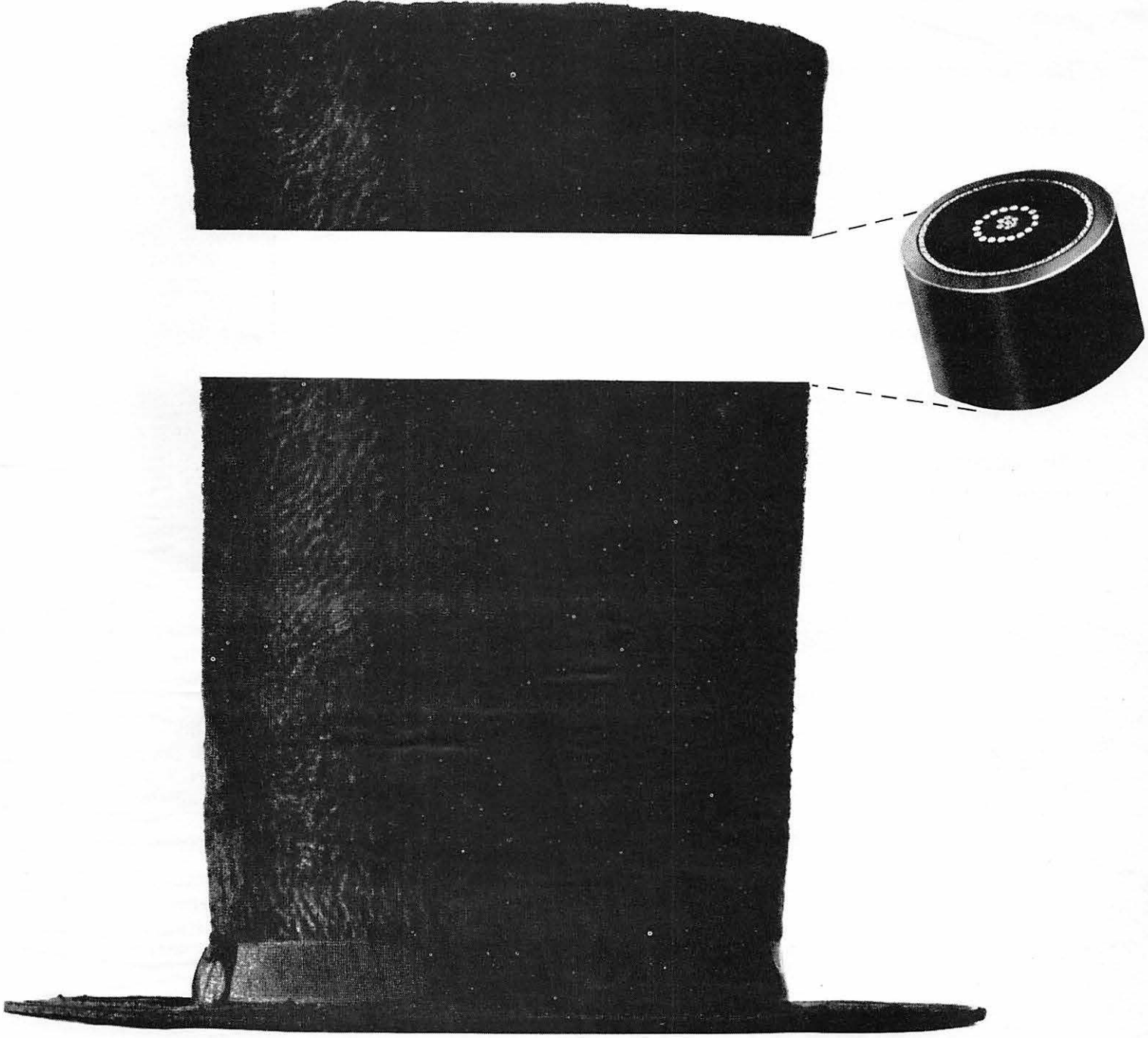
So far, we have assumed signals to be spaced braking distance apart. We have had no reason to include any track contacts in a signal control other than those located between the signal in question and the next signal in advance. If it suits our purpose, however, we can include as many additional track contacts as we wish. These additional track contacts constitute what is known as an **overlap.** This is the first new element encountered, and we shall expand this element as we go along.

In our illustrations, we shall show **solid** that part of a signal control which is affected by track circuits and **dotted** that portion of the signal control which has to do the advance warning. Figure 301 shows the control of signal 1 overlapped beyond signal 3—in fact, beyond signal 4—whereas signal 4 is overlapped beyond signal 2 but not beyond 1. If we consider only the portion of track between 1 and 4, a train in this territory is protected by these two signals, red.

Let us consider how a train would get between 1 and 4. Since it is perfectly safe to run one train without signals, let us assume that two trains are approaching signals 1 and 4 respectively. If 1 control were not extended beyond 4, both trains would proceed into this territory, each expecting to go at least to the other end of his vital spot, with disastrous results. Since there **is** an overlap, 4 will be accepted by the westbound train, with signal 1 protecting its head end. To avoid difficulty west of signal 1, we shall very conveniently install a switch and permit the westbound train to stop at 2 and then proceed at restricted speed over the switch reversed, the eastbound train meanwhile keeping clear of the switch.

Although we may not cut signal 1 control back to 4, we could if it suited our purpose, extend 4 control beyond 1, as shown in Figure 302. To occupy the vital area between signals 5 and 8, two trains approaching these signals would put them red, and both trains would have to stop, call the dispatcher to get permission to proceed, proceed by flagging ahead, or proceed at restricted speed—depending on the type of signal and its place in the rule book. If we have a siding at this point, the superior train would hold the main and the inferior train would take the siding. If there were no siding, the trains would advance towards each other, determine which was the inferior, and arrange to back that train to the nearest siding.

Information and drawings are furnished by General Railway Signal Co.



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